

# *Skills that Work Project*

Improving the employability of low and middle-skilled workers through Quality Apprenticeships



International  
Labour  
Organization

**NEW SKILLS <sup>AT</sup> WORK**

JPMORGAN CHASE & CO.

The ***Skills that Work Project*** is a joint effort of the International Labour Organization (ILO) and the JPMorgan Chase Foundation to promote Quality Apprenticeships as an effective means to provide young people from disadvantaged backgrounds with labour market-relevant skills, and exposure to the work environment.

The JPMorgan Chase Foundation is providing support for this project as part of its New Skills at Work programme, which aims to identify strategies and support data-driven solutions that help improve labour market infrastructure and develop the skilled workforce globally.



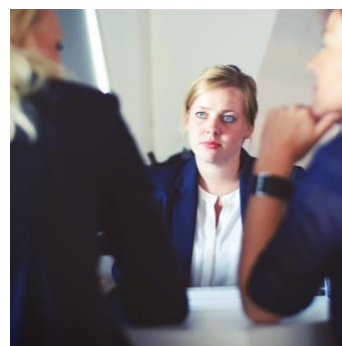
### ***Why Quality Apprenticeships?***

Quality Apprenticeships are a unique form of technical vocational education and training (TVET), combining on-the-job training and off-the-job learning. They provide an effective means to facilitate the school-to-work transition and develop labour market-relevant skills.



### ***Jobs for youth***

The level of education is rising globally, but in many countries, education and training systems do not provide young people with the skills they need to access the labour market with full and productive jobs. Quality Apprenticeships enhance young people's employability to improve their livelihoods.



### ***A skilled labour force for employers***

Employers face challenges to hire workers with labour market-relevant skills and training for the jobs that are available. Quality Apprenticeships help enterprises train workers and develop the skills necessary to satisfy their current and future human resources needs.

The *Skills that Work Project* has three components:

### *1) Increasing the knowledge on the national initiatives to promote Quality Apprenticeships in G20 countries*



Many countries have recognized the importance of apprenticeships. Apprenticeships help young people find jobs, while also supporting enterprises to find workers with the skills they need. Through a **survey**, the project collects **national initiatives to promote Quality Apprenticeships** taken by governments, employers, and worker organizations in G20 countries. The results of the survey will be reflected in a **report** that will highlight good practices to promote Quality Apprenticeships.

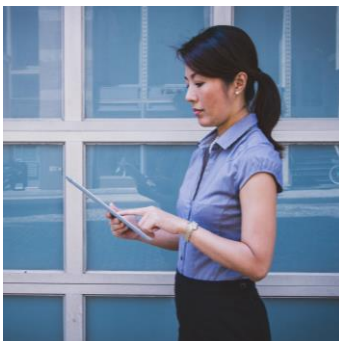
The project will organize a **tripartite peer-learning meeting** to present the main findings of the report and to provide a forum for participating countries to share good practices.

### *2) Researching the non-marketable benefits of apprenticeships in South African enterprises*



Quality Apprenticeships help young people acquire jobs, but they also make a good business case for enterprises. The project has reviewed the different approaches to measure the **costs and benefits of apprenticeships**, published in a **discussion paper**. However, there is limited research on other potential benefits of apprenticeships. The project will develop a **methodology to research the non-marketable benefits of apprenticeships** that will be pilot-tested in South African enterprises. The results of the research will be published in a **report** and **presented to employers in South Africa**.

### *3) Tools for Quality Apprenticeships in Enterprises*



Enterprises hire apprentices to train young people who will then constitute their future labour force. However, small- and medium-sized enterprises (SMEs) face particular challenges to offer Quality Apprenticeships. These include the lack of time and step-by-step knowledge to hire and train an apprentice.

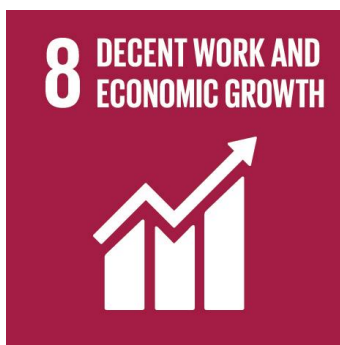
The project will provide **practical tools for managers**, especially those in SMEs, **to design and implement their own Quality Apprenticeship programme**, providing them with a solid framework to properly hire and train apprentices.

---

The *Skills that Work Project* is in line with the **United Nations 2030 Agenda for Sustainable Development**. The project contributes to three key Sustainable Development Goals. Goal 4: Quality Education; Goal 8: Decent Work and Economic Growth; and Goal 10: Reduced Inequalities.



Thanks to the unique form of on-the-job training and off-the-job learning of Quality Apprenticeships, the project contributes to increasing the number of young people and adults who have relevant skills for employment, decent jobs, and entrepreneurship.



Through the promotion of Quality Apprenticeships, the project contributes to achieving decent work and economic growth through full and productive jobs.



By improving the employability of young people through the development of labour market-relevant skills, the project promotes their economic and social inclusion and contributes to their income growth.

---

*In cooperation with:*



---

*Skills that Work Project*

International Labour Organization (ILO)  
Route des Morillons 4, Geneva 1211  
Switzerland  
skillsthatwork@ilo.org  
www.ilo.org/skills/projects/stwp

